[90-day assignment] – PHI 601-3 Paper on Professional Ethics and Society

Write a 5-7 page paper on professional ethics as it relates to your profession. Deal

specifically with problems of pluralism, diversity, and multi-culturalism. There are no

specific requirements for the number of resources, but the essay should show scholarly

work, cover the subject well, and include proper APA documentation of resources used

Professional ethics refers to rules of acceptable conduct that members of a given profession are expected to follow. (American Psychological Association, 2023). IGI Global defined professional ethics as the principles that determine what is right and wrong about a profession, establish ethical rules about that profession, and oblige the members of the profession to comply with these codes of conduct. (IGI Global, 2023). Professional ethics as it relates to working in the government as a clerical officer under the department of Human Resources (HR), it is crucial to practice or embedded professional ethics. Human Resources is the unit that is in charge and leads the people in the organization; Focuses on hiring, administration and training of staff along with developing employees skills and abilities for the department.

The HR department takes care of the organization’s most valuable asset; its employees. Human Resource professionals make sure that employees have everything they need to perform their day-to-day tasks and they are also responsible for creating a healthy work environment that attracts and retains qualified people. (Resources for Employers, 2023). Human resources refers to both the people working for an organization and the department responsible for managing the life cycle of each employee, Human resources is responsible for recruiting, onboarding, training and managing an employee from their job application to final severance. This end-to-end management of employees includes strategies for payroll and benefits administration, upskilling, establishing positive workplace culture, optimizing employee productivity, handling employer-employee relationships, employee termination and more. (Bottorff, C. & Shweta., 2022).

The first thing an individual is faced with when joining the organization is the HR department. They set the tone for what is to be expected within the organization; they understand this and allow the new employee time to learn more about the organization through resources such as handbooks, a tour from another employee throughout the organization to learn and meet all the staff. Doing this brings morale to the company. It is understood that the people within an organization are the most valuable resources. Areas of ethics in HR management include safety in the workplace, respect, fairness, privacy, basic human rights, and justifiable treatment of employees in the workplace. This brings motivation to the team which then leads to efficiency and effectiveness, along with effectively attracting and retaining a talented workforce. (Human Resource Management Institute, 2018).

*Examples of code of ethics based on the human resources management institution, as an HR personnel, it is ethically responsible for promoting and fostering fairness and justice for all employees and their organizations and is required to respect the uniqueness and intrinsic worth of every individual, treat people with dignity, respect and compassion to foster a trusting work environment free of harassment, intimidation and unlawful discrimination, ensure that everyone has the opportunity to develop their skills and new competencies. Assure an environment of inclusiveness and a commitment to diversity in the organizations you serve, develop, administer and advocate policies and procedures that foster fair, consistent and equitable treatment for all, regardless of personal interests, support decisions made by your organizations that are both ethical and legal, act in a responsible manner and practice sound management in the country or countries in which the organizations you serve operate. (Human Resource Management Institute, 2018).*

Many organizations in Trinidad and Tobago within the public service can vary in many of these ethical codes. The culture of Trinidad and Tobago workplace has a bad reputation by the way in which they treat people, whether it be with dignity, respect and compassion because everything is always a joke or insult or even a gossipping matter about the coworker. Another issue is that they do not practice ensuring that everyone has the opportunity to develop their skills and new competencies based on the structure of the organization. In the public service, one is placed in a position based on seniority or vacancy. For example if one has just entered the public service they are not placed in a position based on their qualifications or skill. There was one experience where the HR officer asked me what my qualifications were and requested to be transferred to the rightful position for my qualifications. Another example of code of conduct is being an ethical leader within the organization. (Human Resource Management Institute, 2018).

There is such an importance when it comes to practicing ethics within the workplace. It allows a smooth interaction with coworkers, it keeps you safe when it comes to any mishaps, and it allows you to get promotions because the supervisor sees the work that you put in, in an organization that practices this of course. It is often discouraging when you are doing all that you can to be an ethical worker/ leader with no rewards. However, in my beliefs God honours that regardless and your blessings will always come back tenfold, whether it be in that same organization, a big promotion, or a whole new job. At the end of the day it is believed that you do not work for the reward but to honour and serve Him, the true and living God. He honours when you serve within the workplace as if you are working for Him. The scripture comes from Colossians 3:32, whatever you do, work at it with all your heart, as working for the Lord, not for human masters. (Bible, NIV, 2023). This verse transforms one's perspective on how work should be focused when it comes to trying to put your best foot forward in whatever project that is being worked on. Serving the leadership despite how they treat you is one of the best ways to honour God and show love to your colleagues despite. We are to have that Christ-like character when it comes to honesty, diligence, integrity, humility and with excellence. (Platt. D., 2022).

Pluralism, diversity, and multiculturalism are all curricula concepts that a country would have to be faced with. Once people are involved there will be pluralism, diversity and multiculturalism within the community or your workplace. Pluralism is defined as the existence of different types of people, who have different beliefs and opinions, within the same society. (Cambridge, 2023). Every organization will be faced with having to face pluralism within their organization. Nothing is wrong with having a pluralistic culture within the business however there can be challenges faced. Pluralism is a juridical and political philosophy holding that people of different beliefs, backgrounds, and lifestyles can coexist in the same society and participate equally in the democratic process. (Longley, R., (2023). Pluralism does not comment on the trueness of others’ truths or the validity of others’ perception of ultimate reality. It is about granting the legitimacy of their right to pursue those truths. (Scott, D., 2011).

Diversity refers to the fact of many different types of things or people being included in something; a range of different things or people. Some of the problems the workforce encountered were high expenses to show their diversity efforts. In 2018, Netflix joined the growlist of companies to hire its first-ever executive to focus on diversity and inclusion after the chief communications officer was fired for using the N-word in the workplace. (Newkirk, P., (2019). More than half of the surveyed professionals said they do not have the resources or support needed to execute programs and strategies, and only 35 percent had access to company demographic metrics, which, as the Coca-Cola case showed, is the most effective way to drive change and compliance. (Newkirk, P., (2019). The organization that I work for has a diverse culture however there are not any problems faced.

Multiculturalism includes people who have many different customs and beliefs, or relating to a society, organization, city, etc. According to Rattansi, it is referred to as the amalgamation of different cultures like a salad bowl, an ideal system in which different societies merge in another to yield a useful and unique culture which is an ideal system for every culture and civilization. (Rattansi, A., 2011). There can be issues when it comes to dealing with all different cultures and beliefs in one society or workplace, Rattansi mentioned that one of the problems when it comes to having a multicultural society is a lack of social trust. He surveyed 26,200 people from 40 American communities, and the findings were that they never trusted the local mayor, the local newspaper, people and institutions. (Rattansi, A., 2011). Similar to Trinidad and Tobago, there is a lack of trust within the political regime and when election time comes around the racism is rampant within the society and it is normally very evident on social media and between certain political campaigns. There can also be a hint of that within the organization that I work in however despite it all Trinidad and Tobagonians are always so welcoming and when we do connect with each other there is no fighting genuine relationships.

In conclusion, professional ethics are the principles that determine what is right and wrong about a profession, establish ethical rules about that profession, and oblige the members of the profession to comply with these codes of conduct. The HR department takes care of the organization’s most valuable asset; its employees. Human Resource professionals make sure that employees have everything they need to perform their day-to-day tasks and they are also responsible for creating a healthy work environment that attracts and retains qualified people. Areas of ethics in HR management include safety in the workplace, respect, fairness, privacy, basic human rights, and justifiable treatment of employees in the workplace. This brings motivation to the team which then leads to efficiency and effectiveness, along with effectively attracting and retaining a talented workforce. Pluralism, diversity, and multiculturalism are all curricula concepts that a country would have to be faced with. Once people are involved there will be pluralism, diversity and multiculturalism within the community or your workplace.

**References**

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